

HR Management: Director, Human Resources

Uses strategic HR expertise to partner with managers and employees within the company to resolve complex problems and advance short and long-term goals across a broad range of HR areas including employee relations, performance management, compensation, management development, retention strategies and staffing. Coordinates recruitment activities, compensation programs, on-boarding, employee benefits, and HRIS. Ensured positive employee relations in keeping with company objectives.

Management Role

Directs through lower management levels. Responsible for managing a function, which includes multiple related departments.

Policy and Strategy

Establishes policies that are appropriate for the function. Interprets and recommends modifications to company-wide policies and practices.

Freedom to Act

Objectives are defined in collaboration with senior management and results are assessed from a relatively long-term perspective.

Impact

Decisions have a serious impact on the overall success or failure on the area of accountability. Erroneous decisions or recommendations may cause critical delays or modifications to company projects or operations causing substantial expenditure of time, human resources and funds.

Liaison

Interacts with senior management and others concerning matters of significance to the company. Conducts business and technical briefings for senior and top management and for external representatives.

Operations Involvement/ Direct Work Involvement

Represents Divisions and Business Areas as the prime internal and external HR contact in assigned areas. Evaluates, recommends and establishes Division and Business Area policies, practices and procedures to execute HR strategy to support Division and Business Area needs. Conducts briefings for Division and Business Area Leadership. Interacts with Division and Business Area leaders concerning strategic business matters. Evaluates, recommends and establishes organizational structures and supervisory relationships. Represents Division and Business Area needs on assigned initiatives and committees.

Minimum Education and Experience

Bachelor's Degree in Human Resources, Business or a related field and 15+ years of diverse professional experience in all areas of HR, which includes 8+ years of managing respective areas.